US Army Corps
of Engineers®
Wilmington District
EEO Workforce Analysis
MD-715 – Part 1
18 September 2007

US Army Corps of Engineers®

Essential Elements of a MD-715 MODEL AGENCY

- *Demonstrate commitment from agency leadership.*
- *Integration of EEO into the agency's strategic mission.*
- *Management and program accountability.*
- *Proactive prevention of unlawful discrimination.*
- *Efficiency.*
- *Responsiveness and legal compliance.*

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Current SAW Workforce

Total Employees – 419
as of 17 September 2007

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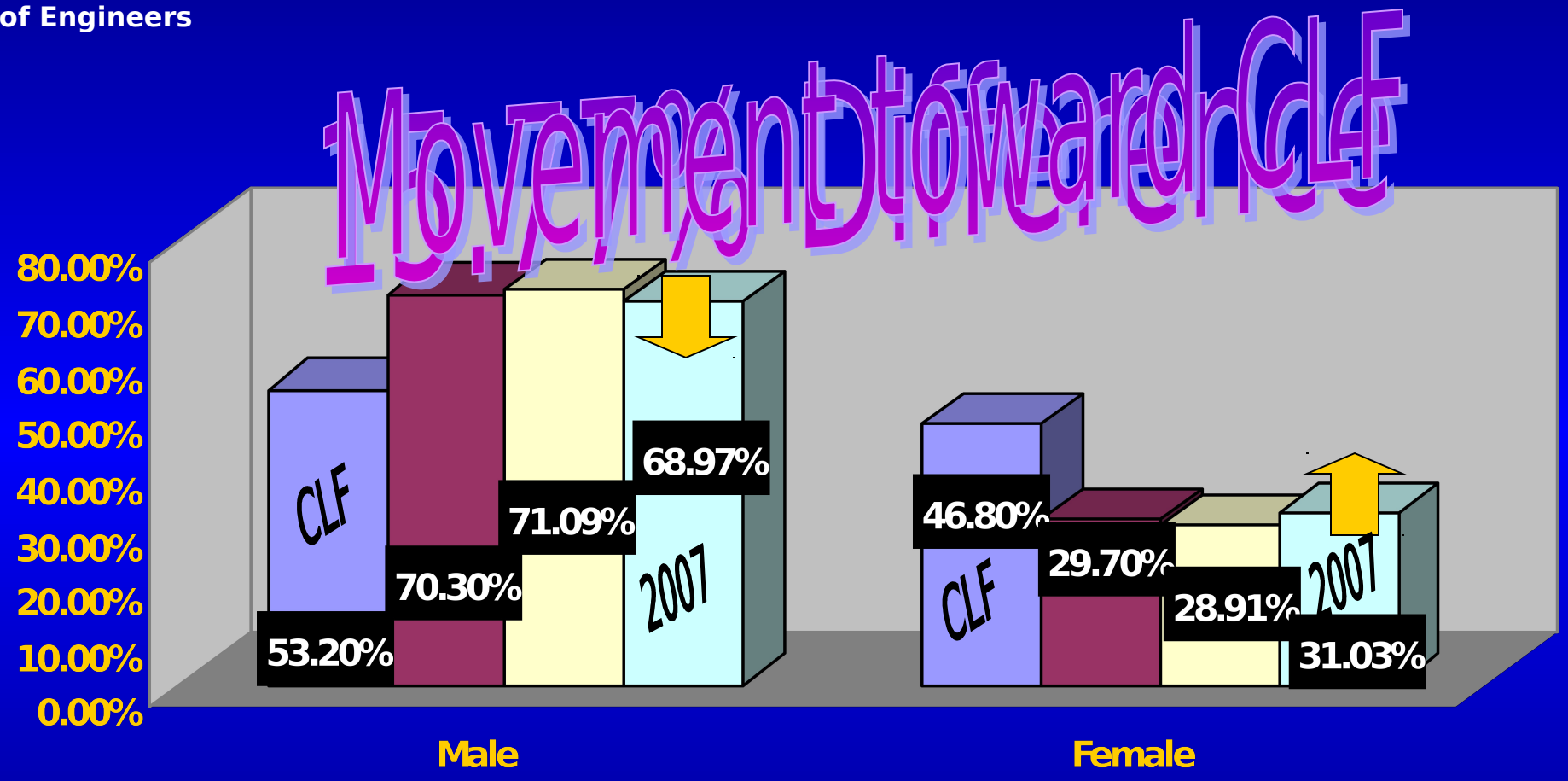
SAW Workforce by Gender



CLF – Civilian Labor Workforce

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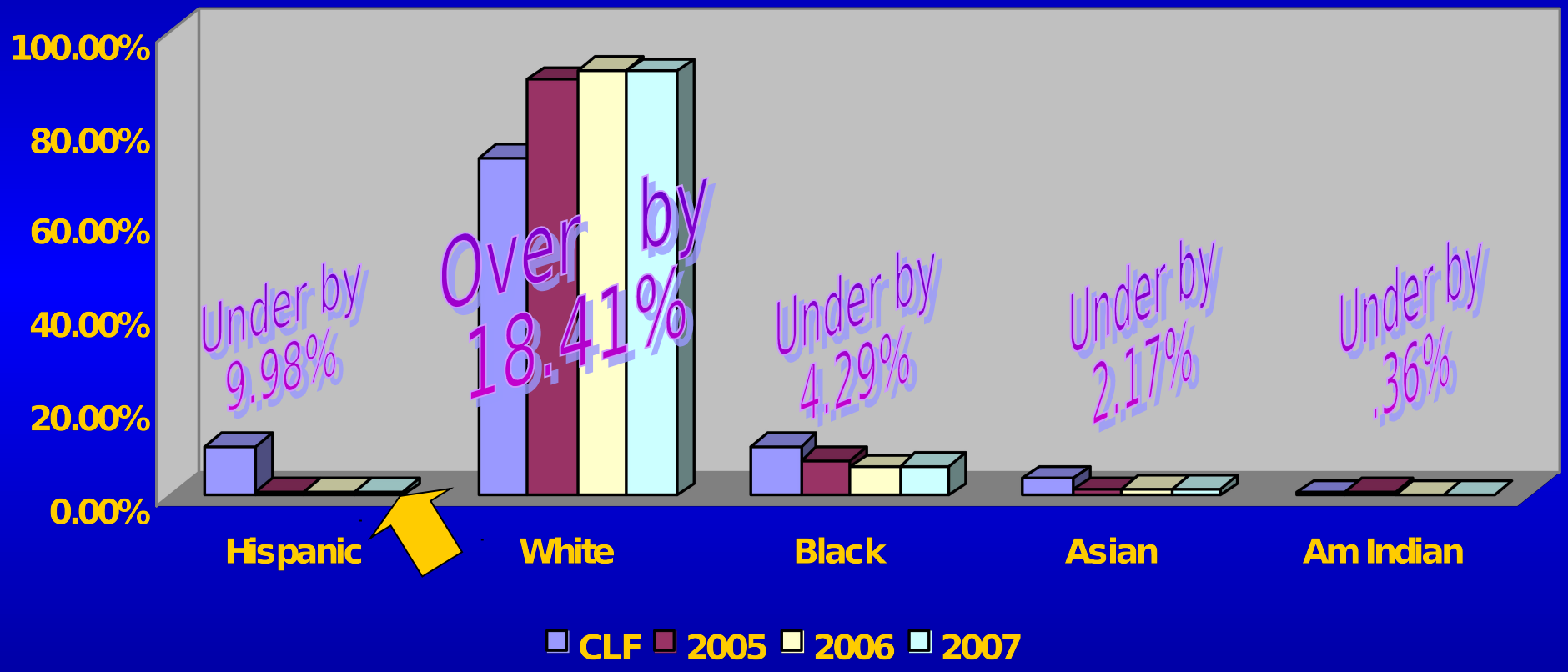
Workforce Distribution by Race/National Origin (RNO)



Workforce Distribution by Race/National Origin (RNO) & Gender

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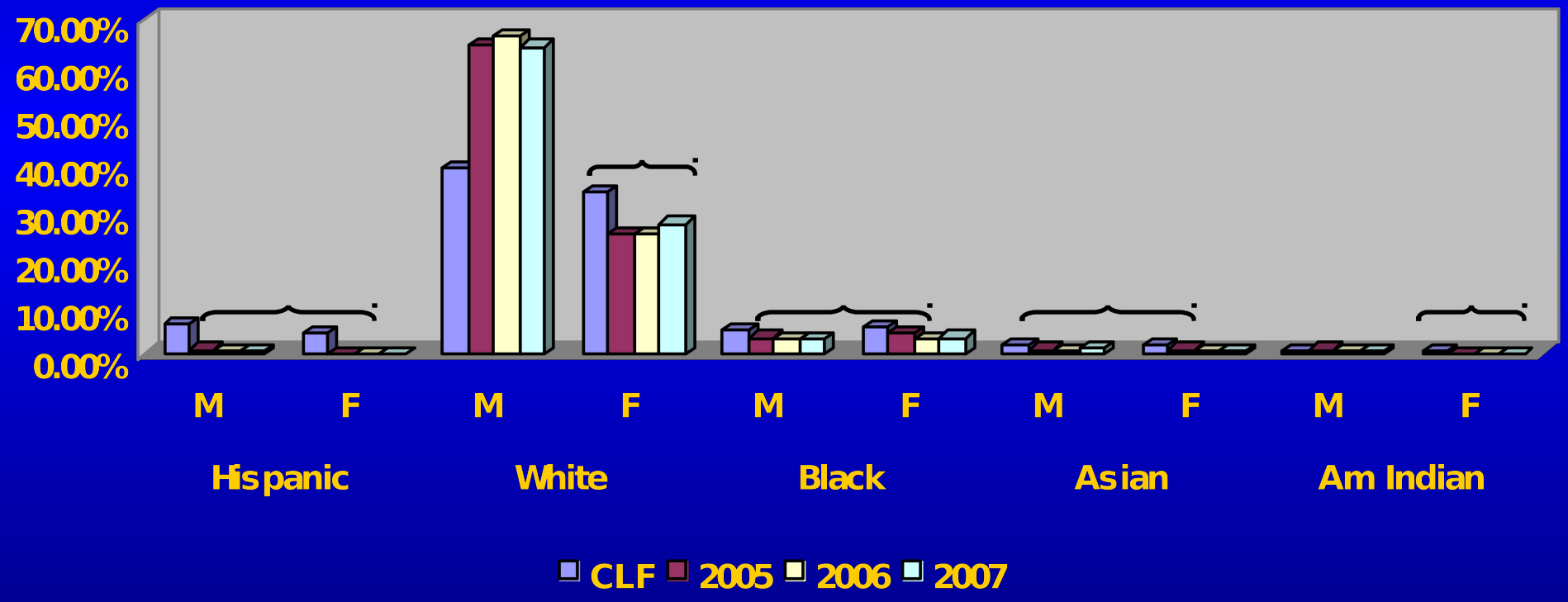
Continuous Improvement to CLF Alignment



Occupational Categories

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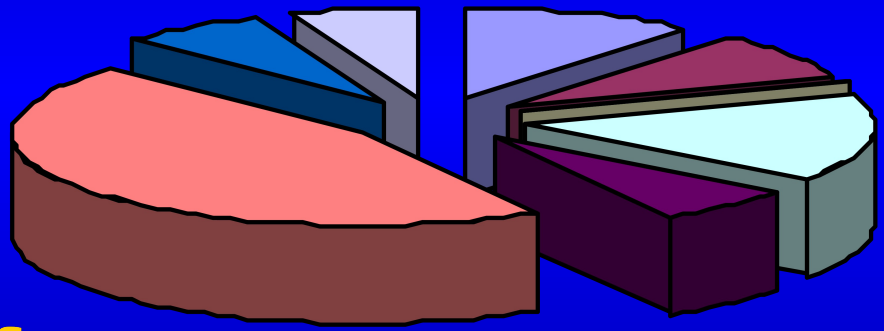
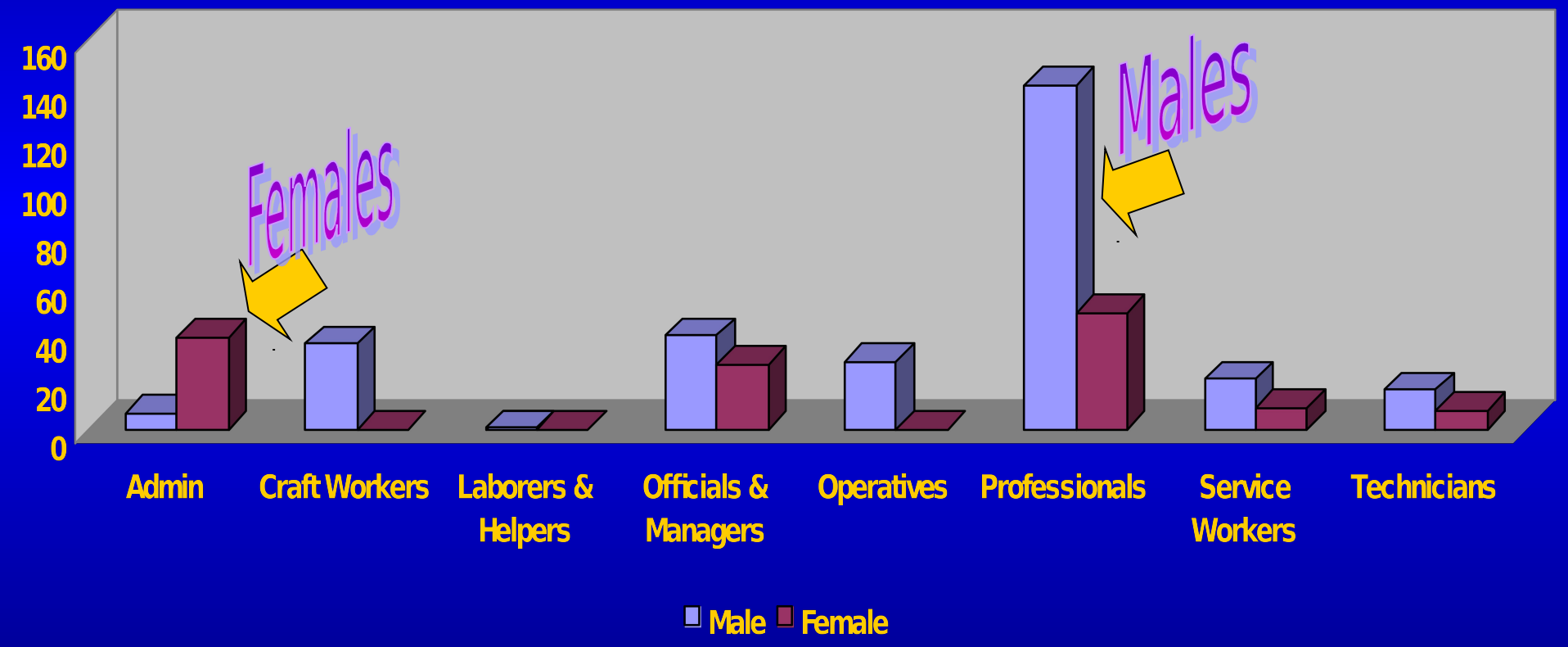


Occupational Categories by Gender



Five Major Components of SAW

Admin

- CPAC
- CT
- EE
- EM
- Executive Office
- IM
- IR
- LM
- OC
- PAO
- RM
- Safety
- Security
- Small Business

- Admin
- Operations
- Programs and Project Management (PM)
- Regulatory
- Technical Services Division (TSD)

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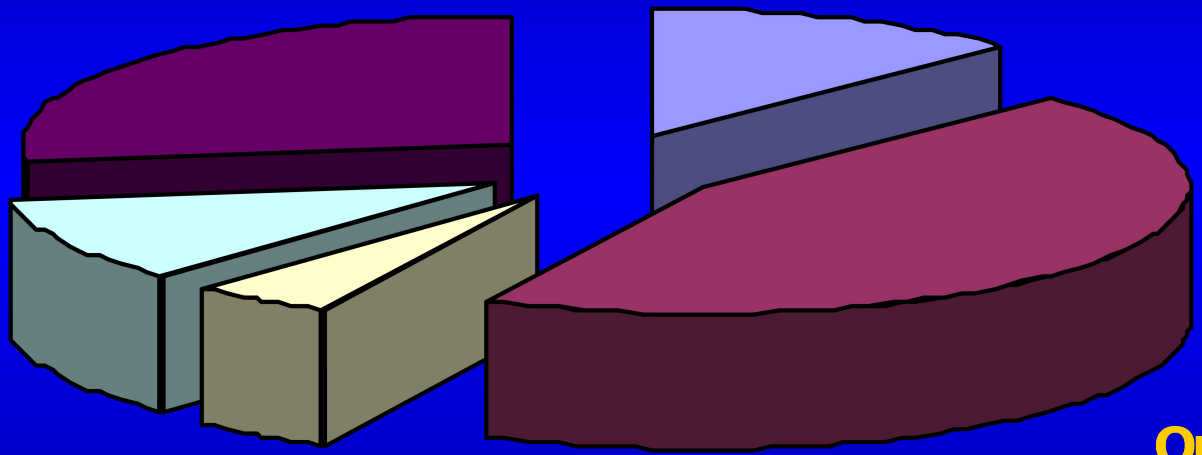
Workforce by Component



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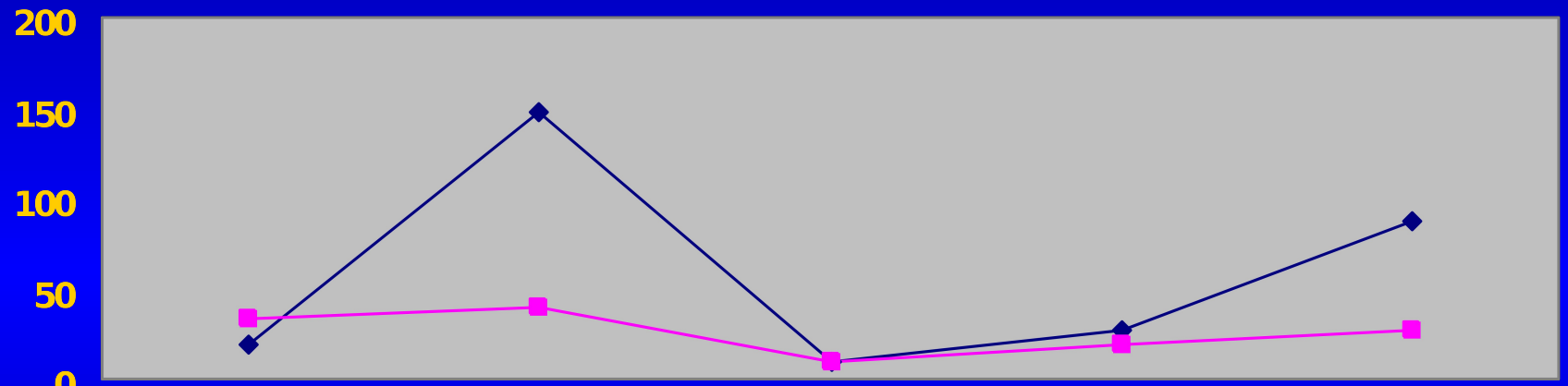
Component Distribution by Gender



	Admin	Operations	PM	Regulatory	TSD
Male	19	147	9	27	87
Female	34	40	10	19	27

Male Female

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Action Items

- ***Continue to include workforce diversity in individual office staffing efforts - attentive to recruitment actions with regards to areas of low participation rates.***

- ***Outreach strategies to attract more low participation rate candidates to increase the diversity of our workforce.***

- ***Partnered with CPAC staff and other similar officials at colleges, and universities as well as other similar external organizations/associations.***

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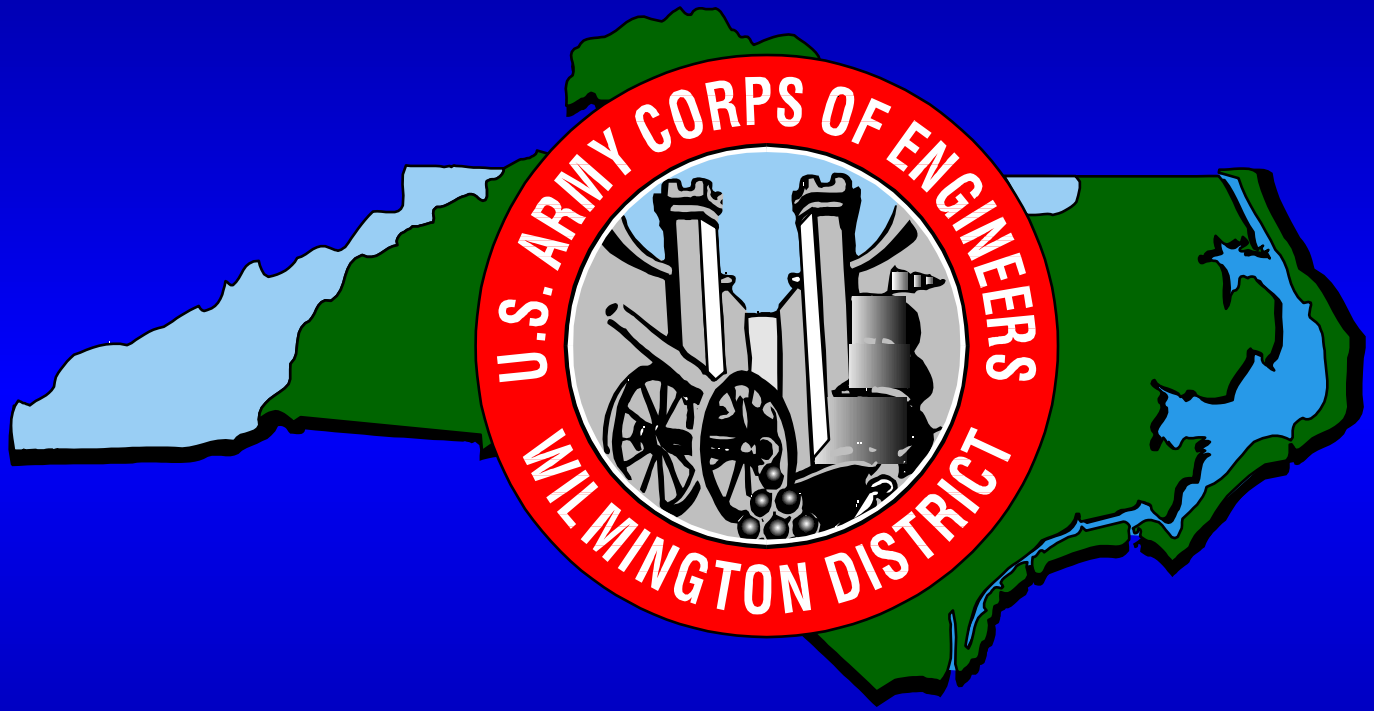
Action Items

- ✓ *Recruitment at colleges and universities*
  - ➢ *Additional concentration – historically women*
- ✓ *Partner with local high schools and community groups*
- ✓ *Address classrooms*
- ✓ *Develop mentoring program*

- *Work with CPAC on accession planning.*
- *Continue to encourage developmental assignments, leadership development, etc.*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